

PERAC AUDIT REPORT



Medford Contributory Retirement System

JAN. 1, 2004 - DEC. 31, 2006



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PERAC

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

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KENNETH J. DONNELLY | JAMES M. MACHADO | DONALD R. MARQUIS | THOMAS TRIMARCO

JOSEPH E. CONNARTON, *Executive Director*

July 20, 2007

The Public Employee Retirement Administration Commission has completed an examination of the Medford Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2004 to December 31, 2006. This audit was conducted in accordance with the accounting and management standards established by the Public Employee Retirement Administration Commission, in regulation 840 CMR 25.00. Additionally, all supplementary regulations approved by PERAC and on file at PERAC are listed in this report.

In our opinion the financial records are being maintained and the management functions are being performed in conformity with the standards established by the Public Employee Retirement Administration Commission, with the exception of those noted in the finding presented in this report.

In closing, I acknowledge the work of examiners James Sweeney and James Ryan who conducted this examination, and express appreciation to the Board of Retirement and staff for their courtesy and cooperation.

Sincerely,



Joseph E. Connarton
Executive Director



EXPLANATION OF FINDINGS AND RECOMMENDATIONS

Regular Compensation

There are several Collective Bargaining Agreements in the governmental units that include clothing allowance payments for employees. Retirement deductions are not withheld on these payments. These are regular, recurring payments which should be classified as regular earnings for retirement purposes.

Recommendation: Clothing allowances must be considered regular compensation pursuant to 840 CMR 15.03(1)(a) which states in part:

“(a) To be considered regular compensation, any compensation to an employee must: ...

3. be ordinary, normal, recurring, repeated...

4. be made pursuant to an official written policy of the employer or to a collective bargaining agreement;”

The Board must formally instruct the payroll officers to begin withholding retirement deductions on clothing allowances paid to members. The rate of deduction must be at the same rate as the member's other compensation plus the additional 2% if total compensation exceeds \$30,000 for any pay period.

Board Response:

The Medford Retirement Board met on 6-28-07 and reviewed the draft of the recent PERAC audit and voted to address the findings of the clothing allowance with a letter of correspondence to the City Treasurer informing him that this allowance must reflect retirement deductions.

FINAL DETERMINATION:

PERAC Audit staff will follow up in six (6) months to ensure appropriate actions have been taken regarding all findings.

STATEMENT OF LEDGER ASSETS AND LIABILITIES

AS OF DECEMBER 31,			
	2006	2005	2004
Assets:			
Cash	\$457,228	\$307,250	\$77,801
Short Term Investments	1,731,189	2,839,307	2,555,995
Fixed Income Securities	33,797,270	36,342,380	35,243,222
Equities	22,443,129	38,925,105	36,591,528
Pooled Short Term Funds	0	0	0
Pooled Domestic Equity Funds	6,077,879	10,393,056	12,397,144
Pooled International Equity Funds	19,393,880	20,765,907	15,727,692
Pooled Global Equity Funds	0	0	0
Pooled Domestic Fixed Income Funds	18,925,347	6,629,681	6,482,786
Pooled International Fixed Income Funds	0	0	0
Pooled Global Fixed Income Funds	0	0	0
Pooled Alternative Investment Funds	346,482	0	0
Pooled Real Estate Funds	9,684,914	269,645	1,404,909
Pooled Domestic Balanced Funds	5,081,263	9,728,332	11,979,144
Pooled International Balanced Funds	28,351,356	0	0
PRIT Cash Fund	0	0	0
PRIT Core Fund	0	6,139,050	4,919,637
Interest Due and Accrued	314,670	366,850	359,017
Accounts Receivable	0	50,510	90,262
Accounts Payable	0	(250,828)	0
Total	<u>\$146,604,607</u>	<u>\$132,506,245</u>	<u>\$127,829,136</u>
Fund Balances:			
Annuity Savings Fund	\$33,695,298	\$31,744,639	\$30,021,590
Annuity Reserve Fund	11,526,348	11,886,277	12,340,672
Pension Fund	2,816,999	1,920,936	2,844,498
Military Service Fund	3,009	3,009	3,009
Expense Fund	0	0	0
Pension Reserve Fund	<u>98,562,953</u>	<u>86,951,383</u>	<u>82,619,367</u>
Total	<u>\$146,604,607</u>	<u>\$132,506,245</u>	<u>\$127,829,136</u>

STATEMENT OF CHANGES IN FUND BALANCES

	Annuity Savings Fund	Annuity Reserve Fund	Pension Fund	Military Service Fund	Expense Fund	Pension Reserve Fund	Total All Funds
Beginning Balance (2004)	\$27,605,694	\$12,994,053	\$7,589,204	\$3,009	\$0	\$69,582,203	\$117,774,163
Receipts	2,965,890	374,688	6,582,175	0	656,654	13,036,001	23,615,407
Inter Fund Transfers	(502,232)	505,773	(4,704)	0	0	1,163	0
Disbursements	(47,762)	(1,533,841)	(11,322,177)	0	(656,654)	0	(13,560,434)
Ending Balance (2004)	30,021,590	12,340,672	2,844,498	3,009	0	82,619,367	127,829,136
Receipts	3,059,730	353,138	8,122,415	0	861,157	6,867,526	19,263,968
Inter Fund Transfers	(779,757)	779,834	2,535,432	0	0	(2,535,510)	0
Disbursements	(556,925)	(1,587,368)	(11,581,409)	0	(861,157)	0	(14,586,859)
Ending Balance (2005)	31,744,639	11,886,277	1,920,936	3,009	0	86,951,383	132,506,245
Receipts	3,106,989	348,328	8,332,078	0	860,745	16,151,968	28,800,108
Inter Fund Transfers	(987,619)	888,617	4,639,401	0	0	(4,540,399)	0
Disbursements	(168,710)	(1,596,874)	(12,075,417)	0	(860,745)	0	(14,701,746)
Ending Balance (2006)	<u>\$33,695,298</u>	<u>\$11,526,348</u>	<u>\$2,816,999</u>	<u>\$3,009</u>	<u>\$0</u>	<u>\$98,562,953</u>	<u>\$146,604,607</u>

STATEMENT OF RECEIPTS

	FOR THE PERIOD ENDING DECEMBER 31,		
	2006	2005	2004
Annuity Savings Fund:			
Members Deductions	\$2,798,215	\$2,638,994	\$2,648,980
Transfers from Other Systems	31,797	142,481	118,996
Member Make Up Payments and Re-deposits	90,323	102,930	33,707
Member Payments from Rollovers	0	0	0
Investment Income Credited to Member Accounts	<u>186,654</u>	<u>175,325</u>	<u>164,207</u>
Sub Total	<u>3,106,989</u>	<u>3,059,730</u>	<u>2,965,890</u>
Annuity Reserve Fund:			
Investment Income Credited to the Annuity Reserve Fund	<u>348,328</u>	<u>353,138</u>	<u>374,688</u>
Pension Fund:			
3 (8) (c) Reimbursements from Other Systems	148,366	99,825	99,581
Received from Commonwealth for COLA and Survivor Benefits	529,666	916,432	301,089
Pension Fund Appropriation	<u>7,654,046</u>	<u>7,106,159</u>	<u>6,181,505</u>
Sub Total	<u>8,332,078</u>	<u>8,122,415</u>	<u>6,582,175</u>
Military Service Fund:			
Contribution Received from Municipality on Account of Military Service	0	0	0
Investment Income Credited to the Military Service Fund	<u>0</u>	<u>0</u>	<u>0</u>
Sub Total	<u>0</u>	<u>0</u>	<u>0</u>
Expense Fund:			
Expense Fund Appropriation	0	0	0
Investment Income Credited to the Expense Fund	860,745	861,157	656,654
Sub Total	<u>860,745</u>	<u>861,157</u>	<u>656,654</u>
Pension Reserve Fund:			
Federal Grant Reimbursement	27,191	28,633	25,085
Pension Reserve Appropriation	0	0	0
Interest Not Refunded	2,389	3,726	0
Miscellaneous Income	59,334	50	0
Excess Investment Income	<u>16,063,055</u>	<u>6,835,118</u>	<u>13,010,915</u>
Sub Total	<u>16,151,968</u>	<u>6,867,526</u>	<u>13,036,001</u>
Total Receipts	<u>\$28,800,108</u>	<u>\$19,263,968</u>	<u>\$23,615,407</u>

STATEMENT OF DISBURSEMENTS

FOR THE PERIOD ENDING DECEMBER 31,			
	2006	2005	2004
Annuity Savings Fund:			
Refunds to Members	\$155,307	\$206,815	\$34,488
Transfers to Other Systems	<u>13,403</u>	<u>350,110</u>	<u>13,274</u>
Sub Total	<u>168,710</u>	<u>556,925</u>	<u>47,762</u>
Annuity Reserve Fund:			
Annuities Paid	1,580,956	1,542,864	1,522,096
Option B Refunds	<u>15,918</u>	<u>44,504</u>	<u>11,745</u>
Sub Total	<u>1,596,874</u>	<u>1,587,368</u>	<u>1,533,841</u>
Pension Fund:			
Pensions Paid:			
Regular Pension Payments	6,837,623	6,728,967	6,750,030
Survivorship Payments	553,296	501,169	492,936
Ordinary Disability Payments	173,260	167,554	167,038
Accidental Disability Payments	3,202,594	2,869,866	2,835,689
Accidental Death Payments	783,041	705,442	683,574
Section 101 Benefits	111,318	109,969	111,662
3 (8) (c) Reimbursements to Other Systems	322,415	406,025	281,247
State Reimbursable COLA's Paid	91,870	92,417	0
Chapter 389 Beneficiary Increase Paid	<u>0</u>	<u>0</u>	<u>0</u>
Sub Total	<u>12,075,417</u>	<u>11,581,409</u>	<u>11,322,177</u>
Military Service Fund:			
Return to Municipality for Members Who Withdrew Their Funds	<u>0</u>	<u>0</u>	<u>0</u>
Expense Fund:			
Board Member Stipend	17,700	17,350	17,700
Salaries	115,586	130,909	147,939
Legal Expenses	22,884	23,627	9,076
Medical Expenses	0	0	0
Travel Expenses	2,557	4,542	3,799
Administrative Expenses	20,331	13,631	21,552
Furniture and Equipment	2,518	0	0
Management Fees	501,828	518,276	331,576
Custodial Fees	94,740	90,397	80,248
Consultant Fees	73,300	42,416	31,797
Rent Expenses	0	0	0
Service Contracts	1,465	12,089	4,867
Fiduciary Insurance	7,836	7,919	8,098
Sub Total	<u>860,745</u>	<u>861,157</u>	<u>656,654</u>
Total Disbursements	<u>\$14,701,746</u>	<u>\$14,586,859</u>	<u>\$13,560,434</u>

INVESTMENT INCOME

	FOR THE PERIOD ENDING DECEMBER 31,		
	2006	2005	2004
Investment Income Received From:			
Cash	\$8,061	\$5,434	\$1,747
Short Term Investments	191,680	71,728	22,643
Fixed Income	2,022,057	1,939,664	1,950,938
Equities	484,127	491,847	532,959
Pooled or Mutual Funds	1,557,859	1,292,727	1,267,257
Commission Recapture	0	0	5,498
Total Investment Income	<u>4,263,783</u>	<u>3,801,400</u>	<u>3,781,042</u>
Plus:			
Realized Gains	3,648,237	2,499,310	971,528
Unrealized Gains	14,943,093	10,357,152	13,340,841
Interest Due and Accrued on Fixed Income Securities - Current Year	<u>314,670</u>	<u>366,850</u>	<u>359,017</u>
Sub Total	<u>18,906,000</u>	<u>13,223,312</u>	<u>14,671,386</u>
Less:			
Paid Accrued Interest on Fixed Income Securities	(37,156)	(56,691)	(38,388)
Realized Loss	(3,642,425)	(4,629,466)	(1,236,922)
Unrealized Loss	(1,664,571)	(3,754,799)	(2,580,231)
Interest Due and Accrued on Fixed Income Securities - Prior Year	<u>(366,850)</u>	<u>(359,017)</u>	<u>(390,425)</u>
Sub Total	<u>(5,711,002)</u>	<u>(8,799,973)</u>	<u>(4,245,965)</u>
Net Investment Income	<u>17,458,781</u>	<u>8,224,739</u>	<u>14,206,463</u>
Income Required:			
Annuity Savings Fund	186,654	175,325	164,207
Annuity Reserve Fund	348,328	353,138	374,688
Military Service Fund	0	0	0
Expense Fund	<u>860,745</u>	<u>861,157</u>	<u>656,654</u>
Total Income Required	<u>1,395,727</u>	<u>1,389,621</u>	<u>1,195,548</u>
Net Investment Income	<u>17,458,781</u>	<u>8,224,739</u>	<u>14,206,463</u>
Less: Total Income Required	<u>1,395,727</u>	<u>1,389,621</u>	<u>1,195,548</u>
Excess Income To The Pension Reserve Fund	<u>\$16,063,055</u>	<u>\$6,835,118</u>	<u>\$13,010,915</u>

SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

AS OF DECEMBER 31, 2006			
	MARKET VALUE	PERCENTAGE OF TOTAL ASSETS	PERCENTAGE ALLOWED
Cash	\$457,228	0.3%	100%
Short Term	1,731,189	1.2%	100%
Fixed Income	33,797,270	23.1%	40-80%
Equities	22,443,129	15.3%	60%
Pooled Short Term Funds	0	0.0%	
Pooled Domestic Equity Funds	6,077,879	4.2%	
Pooled International Equity Funds	19,393,880	13.3%	5%
Pooled Global Equity Funds	0	0.0%	
Pooled Domestic Fixed Income Funds	18,925,347	12.9%	
Pooled International Fixed Income Funds	0	0.0%	
Pooled Global Fixed Income Funds	0	0.0%	
Pooled Alternative Investment Funds	346,482	0.2%	
Pooled Real Estate Funds	9,684,914	6.6%	10%
Pooled Domestic Balanced Funds	5,081,263	3.5%	
Pooled International Balanced Funds	28,351,356	19.4%	
PRIT Cash Fund	0	0.0%	
PRIT Core Fund	0	0.0%	
Grand Total	<u>\$146,289,937</u>	<u>100.0%</u>	

For the year ending December 31, 2006, the rate of return for the investments of the Medford Retirement System was 13.22%. For the five-year period ending December 31, 2006, the rate of return for the investments of the Medford Retirement System averaged 8.79%. For the twenty two-year period ending December 31, 2006, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Medford Retirement System was 10.41%.

SUPPLEMENTARY INVESTMENT REGULATIONS

The Medford Retirement System submitted the following supplementary investment regulations, which were approved by PERAC on:

March 5, 2007

17.03 Notwithstanding the provisions of the Public Employee Retirement Administration Commission regulations, the Medford Retirement Board may invest funds of the Retirement System (the "System") in the fund known as the Institutional Retirement Trust (IRT) International Equity Trust (the "Fund"), and effective as of the date of the initial investment by the System of any of its assets in the Fund, while the assets of the System are so invested, the activities and investments of the Fund, directly or indirectly, shall be deemed to satisfy the prohibited transaction rules set forth in 840 CMR 16.00 et seq. and 840 CMR 17.03 to the extent such activities satisfy the prohibited transaction rules set forth in Section 406 of the U.S. Employee Retirement Income Security Act of 1974, as amended ("ERISA"), taking into account ERISA Section 408(b)(8) as well as other statutory exemptions under ERISA, and Prohibited Transaction Class Exemption 84-14, as amended, Prohibited Transaction Class Exemption 91-38, and other available class exemptions.

September 26, 2006

21.01(2)(3) In order to expand the range of investment opportunities and to better manage risk, Wellington Management Company's Opportunistic Investment Approach is authorized to utilize long and short positions in certain derivative instruments. These positions would be used to implement pair-wise relative value trades involving various asset classes and subclasses, regions, currencies, and other market segments. The instruments used will be highly liquid, no net leverage will be employed, and there will be no individual stocks sold short. The notational value of such instruments will be limited to 15% of the total market value of the portfolio.

September 26, 2006

21.01(2)(3)(4)(5) The PIMCO All Asset Fund seeks to achieve real rates of return by opportunistically investing in a broad range of SEC-regulated PIMCO mutual funds. In addition to funds that invest in short and long-term investment grade bonds, high yield bonds, global bonds, emerging market bonds, Treasury Inflation-Protected Securities, real estate securities, domestic and international stocks, the Fund may invest in the PIMCO Commodity Real Return Strategy Fund. Also, all the funds are permitted to achieve exposure to their respective markets by the use of derivative instruments, including options, futures, options on futures, and swaps. This strategy allows the funds to seek incremental returns by investing the available cash in short and intermediate-term fixed income instruments. Although not a fundamental part of the funds' strategies, the underlying funds are permitted to execute short sales.

September 26, 2006

21.01(2)(3)(4)(5) Mellon Capital Global Alpha I seeks to produce absolute returns by entering into long and/or short asset positions in any of the countries and/or asset classes in the MSCI World and Citigroup WGBI Indices, or in the currencies of these countries. The fund takes positions in the stock and bond markets of the ten largest developed countries and eleven major currencies. It takes positions only in equity index funds and government bonds in the various countries. Utilizing

SUPPLEMENTARY INVESTMENT REGULATIONS (Continued)

long and/or short positions in these markets, the fund may make relative value bets within and among the stock markets, bond markets, or currencies of the major developed country markets. There will be no net short positions in the major asset classes and no leverage is employed. Market exposures may be achieved through the use of derivative contracts, all of which are expected to be fully collateralized, exchange-traded, and independently priced.

March 13, 2002

16.08 In accordance with Investment Guideline 99-2, the Medford Retirement Board is authorized to modify its small cap value mandate with Loomis, Sayles & Company. The Small Company Value Fund in which the Board is currently invested is being closed and liquidated by the company. The Board's assets invested in that fund will be transferred into the Loomis Sayles Small Cap Value Fund, which has the same investment strategy, is managed by the same team, and has the same expenses as the prior fund.

September 3, 1997

20.03(1) Equity investments shall not exceed 60% of the portfolio valued at market, including international equities which shall not exceed 5% of the portfolio valued at market.

January 12, 1995

20.07(9) Commingled real estate shall not exceed 10% of the total book value of the portfolio at the time of purchase provided that:

- (a) the retirement board does not participate in the selection of personnel responsible for making real estate investments and should this be required, prior to any participation by the board, the board shall consult with PERAC to determine the appropriate course of action;
- (b) such personnel retain authority in the decision making process; and
- (c) should an investment in real estate result in the direct ownership of real estate or mortgage indebtedness, such shall be permitted only until such time as divestiture is prudent.

July 28, 1992

20.03(1) (a) Domestic equities shall not exceed 45% of the total book value of the portfolio at the time of purchase.

(b) International equities shall not exceed 5% of the total book value of the portfolio at the time of purchase.

20.04(1) United States based corporations and equities of foreign corporations.

20.07(5) Equity investments shall be made only in securities listed on a United States stock exchange, traded over the counter in the United States, or listed and traded on a foreign exchange.

December 11, 1991

16.02(3) The board may incur expenses for investment advice or management of the funds of the system by a qualified investment manager and the board may incur expenses for consulting services. Such expenses may be charged against earned income from investments provided that the total of such expenses shall not exceed in any one year:

SUPPLEMENTARY INVESTMENT REGULATIONS (Continued)

- (a) 1% of the value of the fund for the first \$5 million; and
- (b) 0.5% of the value of the fund in excess of \$5 million.

December 11, 1991

16.02(4) The board may employ a custodian bank and may charge such expenses against earned income from investments provided that such expenses shall not exceed in any one year .08% of the value of the fund.

March 12, 1990

20.07(9) Real estate investments shall not exceed 10% of the total book value of the portfolio at the time of purchase and shall consist of real estate trusts and partnerships, provided that:

- (a) trust participants or limited partners do not participate in the selection of trustees or general partners and should a trust participant or limited partner be required to participate in the selection of a trustee or general partner, prior to any participation by the board, the board shall consult with PERA to determine the appropriate course of action, and
- (b) such trustees or general partners retain authority in the decision making process, and
- (c) should an investment in a trust or limited partnership result in the direct ownership of real estate or mortgage indebtedness, such shall be permitted only until such time as divestiture of said trust or limited partnership is prudent.

NOTES TO FINANCIAL STATEMENTS

NOTE I – SUMMARY OF PLAN PROVISIONS

The plan is a contributory defined benefit plan covering all Medford Retirement System member unit employees deemed eligible by the retirement board, with the exception of school department employees who serve in a teaching capacity. The Teachers' Retirement Board administers the pensions of such school employees.

ADMINISTRATION

There are 106 contributory Retirement Systems for public employees in Massachusetts. Each system is governed by a retirement board, and all boards, although operating independently, are governed by Chapter 32 of the Massachusetts General Laws. This law in general provides uniform benefits, uniform contribution requirements, and a uniform accounting and funds structure for all systems.

PARTICIPATION

Participation is mandatory for all full-time employees. Eligibility with respect to part-time, provisional, temporary, seasonal, or intermittent employment is governed by regulations promulgated by the retirement board, and approved by PERAC. Membership is optional for certain elected officials.

There are 3 classes of membership in the Retirement System:

Group 1:

General employees, including clerical, administrative, technical, and all other employees not otherwise classified.

Group 2:

Certain specified hazardous duty positions.

Group 4:

Police officers, firefighters, and other specified hazardous positions.

NOTES TO FINANCIAL STATEMENTS (Continued)

MEMBER CONTRIBUTIONS

Member contributions vary depending on the most recent date of membership:

Prior to 1975:	5% of regular compensation
1975 - 1983:	7% of regular compensation
1984 to 6/30/96:	8% of regular compensation
7/1/96 to present:	9% of regular compensation
1979 to present:	an additional 2% of regular compensation in excess of \$30,000.

RATE OF INTEREST

Interest on regular deductions made after January 1, 1984 is a rate established by PERAC in consultation with the Commissioner of Banks. The rate is obtained from the average rates paid on individual savings accounts by a representative sample of at least 10 financial institutions.

RETIREMENT AGE

The mandatory retirement age for some Group 2 and Group 4 employees is age 65. Most Group 2 and Group 4 members may remain in service after reaching age 65. Group 4 members who are employed in certain public safety positions are required to retire at age 65. There is no mandatory retirement age for employees in Group 1.

SUPERANNUATION RETIREMENT

A member is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- completion of 20 years of service, or
- attainment of age 55 if hired prior to 1978, or if classified in Group 4, or
- attainment of age 55 with 10 years of service, if hired after 1978, and if classified in Group 1 or 2

NOTES TO FINANCIAL STATEMENTS (Continued)

AMOUNT OF BENEFIT

A member's annual allowance is determined by multiplying average salary by a benefit rate related to the member's age and job classification at retirement, and the resulting product by his creditable service. The amount determined by the benefit formula cannot exceed 80% of the member's highest three year average salary. For veterans as defined in G.L. c. 32, s. 1, there is an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

- Salary is defined as gross regular compensation.
- Average Salary is the average annual rate of regular compensation received during the 3 consecutive years that produce the highest average, or, if greater, during the last three years (whether or not consecutive) preceding retirement.
- The Benefit Rate varies with the member's retirement age, but the highest rate of 2.5% applies to Group 1 employees who retire at or after age 65, Group 2 employees who retire at or after age 60, and to Group 4 employees who retire at or after age 55. A .1% reduction is applied for each year of age under the maximum age for the member's group. For Group 2 employees who terminate from service under age 55, the benefit rate for a Group 1 employee shall be used.

DEFERRED VESTED BENEFIT

A participant who has completed 10 or more years of creditable service is eligible for a deferred vested retirement benefit. Elected officials and others who were hired prior to 1978 may be vested after 6 years in accordance with G.L. c. 32, s. 10.

The participant's accrued benefit is payable commencing at age 55, or the completion of 20 years, or may be deferred until later at the participant's option.

WITHDRAWAL OF CONTRIBUTIONS

Member contributions may be withdrawn upon termination of employment. Employees who first become members on or after January 1, 1984, may receive only limited interest on their contributions if they voluntarily terminate their service. Those who leave service with less than 5 years receive no interest; those who leave service with greater than 5 but less than 10 years receive 50% of the interest credited.

NOTES TO FINANCIAL STATEMENTS (Continued)

DISABILITY RETIREMENT

The Massachusetts Retirement Plan provides 2 types of disability retirement benefits:

ORDINARY DISABILITY

Eligibility: Non-veterans who become totally and permanently disabled by reason of a non-job related condition with at least 10 years of creditable service (or 15 years creditable service in systems in which the local option contained in G.L. c. 32, s. 6(1) has not been adopted).

Veterans with ten years of creditable service who become totally and permanently disabled by reason of a non-job related condition prior to reaching "maximum age".

Retirement Allowance: Equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member's final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she is entitled.

ACCIDENTAL DISABILITY

Eligibility: Applies to members who become permanently and totally unable to perform the essential duties of the position as a result of a personal injury sustained or hazard undergone while in the performance of duties. There are no minimum age or service requirements.

Retirement Allowance: 72% of salary plus an annuity based on accumulated member contributions, with interest. This amount is not to exceed 100% of pay. For those who became members in service after January 1, 1988 or who have not been members in service continually since that date, the amount is limited to 75% of pay. There is an additional pension of \$648.48 per year (or \$312.00 per year in systems in which the local option contained in G.L. c. 32, s. 7(2)(a)(iii) has not been adopted), per child who is under 18 at the time of the member's retirement, with no age limitation if the child is mentally or physically incapacitated from earning. The additional pension may continue up to age 22 for any child who is a full time student at an accredited educational institution.

NOTES TO FINANCIAL STATEMENTS (Continued)

ACCIDENTAL DEATH

Eligibility: Applies to members who die as a result of a work-related injury or if the member was retired for accidental disability and the death was the natural and proximate result of the injury or hazard undergone on account of which such member was retired.

Allowance: An immediate payment to a named beneficiary equal to the accumulated deductions at the time of death, plus a pension equal to 72% of current salary and payable to the surviving spouse, dependent children or the dependent parent, plus a supplement of \$312 per year, per child, payable to the spouse or legal guardian until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

The surviving spouse of a member of a police or fire department or any corrections officer who, under specific and limited circumstances detailed in the statute, suffers an accident and is killed or sustains injuries resulting in his death, may receive a pension equal to the maximum salary for the position held by the member upon his death.

In addition, an eligible family member may receive a one time payment of \$100,000.00 from the State Retirement Board.

DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

Effective November 7, 1996, Accidental Disability retirees were allowed to select Option C at retirement and provide a benefit for an eligible survivor. For Accidental Disability retirees prior to November 7, 1996, who could not select Option C, if the member's death is from a cause unrelated to the condition for which the member received accidental disability benefits, a surviving spouse will receive an annual allowance of \$6,000.

DEATH IN ACTIVE SERVICE

Allowance: An immediate allowance equal to that which would have been payable had the member retired and elected Option C on the day before his or her death. For death occurring prior to the member's superannuation retirement age, the age 55 benefit rate is used. The minimum annual allowance payable to the surviving spouse of a member in service who dies with at least two years of creditable service is \$3,000, provided that the member and the spouse were married for at least one year and living together on the member's date of death.

The surviving spouse of such a member in service receives an additional allowance equal to the sum of \$1,440 per year for the first child, and \$1,080 per year for each additional child until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

NOTES TO FINANCIAL STATEMENTS (Continued)

COST OF LIVING

If a system has accepted Chapter 17 of the Acts of 1997, and the Retirement Board votes to pay a cost of living increase for that year, the percentage is determined based on the increase in the Consumer Price Index used for indexing Social Security benefits, but cannot exceed 3.0%. Section 51 of Chapter 127 of the Acts of 1999, if accepted, allows boards to grant COLA increases greater than that determined by CPI but not to exceed 3.0%. The first \$12,000 of a retiree's total allowance is subject to a cost-of-living adjustment. The total Cost-of-Living adjustment for periods from 1981 through 1996 is paid for by the Commonwealth of Massachusetts.

METHODS OF PAYMENT

A member may elect to receive his or her retirement allowance in one of 3 forms of payment.

Option A: Total annual allowance, payable in monthly installments, commencing at retirement and terminating at the member's death.

Option B: A reduced annual allowance, payable in monthly installments, commencing at retirement and terminating at the death of the member, provided, however, that if the total amount of the annuity portion received by the member is less than the amount of his or her accumulated deductions, including interest, the difference or balance of his accumulated deductions will be paid in a lump sum to the retiree's beneficiary or beneficiaries of choice.

Option C: A reduced annual allowance, payable in monthly installments, commencing at retirement. At the death of the retired employee, 2/3 of the allowance is payable to the member's designated beneficiary (who may be the spouse, or former spouse who remains unmarried for a member whose retirement becomes effective on or after February 2, 1992, child, parent, sister, or brother of the employee) for the life of the beneficiary. For members who retired on or after January 12, 1988, if the beneficiary pre-deceases the retiree, the benefit payable increases (or "pops up") based on the factor used to determine the Option C benefit at retirement. For members who retired prior to January 12, 1988, if the System has accepted Section 288 of Chapter 194 of the Acts of 1998 and the beneficiary pre-deceases the retiree, the benefit payable "pops up" in the same fashion. The Option C became available to accidental disability retirees on November 7, 1996.

NOTES TO FINANCIAL STATEMENTS (Continued)

ALLOCATION OF PENSION COSTS

If a member's total creditable service was partly earned by employment in more than one retirement system, the cost of the "pension portion" is allocated between the different systems pro rata based on the member's service within each retirement system.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

The accounting records of the System are maintained on a calendar year basis in accordance with the standards and procedures established by the Public Employee Retirement Administration Commission.

The Annuity Savings Fund is the fund in which members' contributions are deposited. Voluntary contributions, re-deposits, and transfers to and from other systems, are also accounted for in this fund. Members' contributions to the fund earn interest at a rate determined by PERAC. Interest for some members who withdraw with less than ten years of service is transferred to the Pension Reserve Fund. Upon retirement, members' contributions and interest are transferred to the Annuity Reserve Fund. Dormant account balances must be transferred to the Pension Reserve Fund after a period of ten years of inactivity.

The Annuity Reserve Fund is the fund to which a member's account is transferred upon retirement from the Annuity Savings Fund and Special Military Service Credit Fund. The annuity portion of the retirement allowance is paid from this fund. Interest is credited monthly to this fund at the rate of 3% annually on the previous month's balance.

The Special Military Service Credit Fund contains contributions and interest for members while on a military leave for service in the Armed Forces who will receive creditable service for the period of that leave.

The Expense Fund contains amounts transferred from investment income for the purposes of administering the retirement system.

The Pension Fund contains the amounts appropriated by the governmental units as established by PERAC to pay the pension portion of each retirement allowance.

The Pension Reserve Fund contains amounts appropriated by the governmental units for the purposes of funding future retirement benefits. Any profit or loss realized on the sale or maturity of any investment or on the unrealized gain of a market valued investment as of the valuation date is credited to the Pension Reserve Fund. Additionally, any investment income in excess of the amount required to credit interest to the Annuity Savings Fund, Annuity Reserve Fund, and Special Military Service Credit Fund is credited to this Reserve account.

The Investment Income Account is credited with all income derived from interest and dividends of invested funds. At year-end the interest credited to the Annuity Savings Fund, Annuity Reserve Fund, Expense Fund, and Special Military Service Credit Fund is distributed from this account and the remaining balance is transferred to the Pension Reserve Fund.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS

The Medford Retirement System submitted the following supplementary membership regulations, which were approved by PERAC on:

July 5, 2005

Members who are part time employees shall have their creditable service prorated based on the number of hours worked as a part time employee.

September 1, 1993

Forms Approval of three forms for use by board: Medical Information Release Form; Cover Letter to Retiree and Questionnaire to be Completed by Retiree's Physician.

June 15, 1992

Forms Approval of three forms for use by board: Disability Retiree Employment and Earnings Verification Form; Disability Retiree Medical Questionnaire Retirees' Authorization Form for Verification of Outside Employment to be Completed By Employers.

July 22, 1988

SCHOOL PHYSICIANS are allowed one (1) year of creditable service for each ten (10) months of school year employment.

PERMANENT PART-TIME ELEMENTARY SCHOOL CLERKS - are allowed one (1) year of creditable service based on five (5) days per week, 5 1/4 hours per day, 180 days per school year.

July 22, 1988

SCHOOL LUNCHROOM EMPLOYEES - who work (6) hours per day, five (5) days per week, forty (40) school weeks per year are allowed one (1) year of creditable service. For each 1200 hours, (30 x 40) they are granted one (1) year of creditable service.

TRAFFIC SUPERVISORS - who work three (3) hours per day, for five (5) days per week, ten (10) school months per year, are allowed one (1) year of creditable service.

SCHOOL HEALTH AIDS- employed fifteen (15) hours per week, 180 days per school year, are granted one (1) year of creditable service.

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 4 - ADMINISTRATION OF THE SYSTEM

The System is administered by a five person Board of Retirement consisting of the city financial director/auditor who shall be a member ex-officio, a second member appointed by the governing authority, a third and fourth member who shall be elected by the members in or retired from the service of such system, and a fifth member appointed by the other four board members.

Ex-officio Member: Anne Baker

Appointed Member: Thomas Cangiano Term Expires: 12/20/08

Elected Member: Gilda Antolini Term Expires: 7/1/08

Elected Member: Rick Jordan Term Expires: 12/18/08

Appointed Member: James Vieira Term Expires: 1/27/09

The Board members are required to meet at least once a month. The Board must keep a record of all of its proceedings. The Board must annually submit to the appropriate authority an estimate of the expenses of administration and cost of operation of the system. The board must annually file a financial statement of condition for the system with the Executive Director of PERAC.

The investment of the system's funds is the responsibility of the Board. All retirement allowances must be approved by the Retirement Board and are then submitted to the PERAC Actuary for verification prior to payment. All expenses incurred by the System must be approved by at least two members of the Board.

The following retirement board members and employees are bonded by an authorized agent representing a company licensed to do business in Massachusetts as follows:

Treasurer - Custodian:)	
Ex-officio Member:)	MACRS Fiduciary Policy \$50,000,000
Elected Member:)	Fidelity Policy \$1,000,000
Appointed Member:)	
Staff Employee:)	

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 5 - ACTUARIAL VALUATION AND ASSUMPTIONS

The most recent actuarial valuation of the System was prepared by Buck Consultants as of January 1, 2006.

The actuarial liability for active members was	\$93,445,268
The actuarial liability for retired and inactive members was	<u>105,687,047</u>
The total actuarial liability was	199,132,315
System assets as of that date were	<u>129,336,285</u>
The unfunded actuarial liability was	<u>\$69,796,030</u>
 The ratio of system's assets to total actuarial liability was	 64.9%
As of that date the total covered employee payroll was	\$30,498,599

The normal cost for employees on that date was 7.90% of payroll

The normal cost for the employer was 8.20% of payroll

The principal actuarial assumptions used in the valuation are as follows:

Investment Return:	7.50% per annum
Rate of Salary Increase:	4.50% per annum

GASB STATEMENT NO. 25, DISCLOSURE INFORMATION AS OF JANUARY 1, 2006

Actuarial Valuation Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (b)	Unfunded AAL (UAAL) (b-a)	Funded Ratio (a/b)	Covered Payroll (c)	UAAL as a % of Cov. Payroll ((b-a)/c)
1/1/2006	\$129,336,285	\$199,132,315	\$69,796,030	64.9%	\$30,498,599	228.8%
1/1/2003	\$116,873,389	\$180,515,405	\$63,642,016	64.7%	\$31,112,227	204.6%
1/1/2001	\$110,396,557	\$161,786,782	\$51,390,225	68.2%	\$29,787,856	172.5%
1/1/1998	\$84,451,719	\$138,357,249	\$53,905,530	61.0%	\$24,409,774	220.8%

NOTES TO FINANCIAL STATEMENTS (Continued)

NOTE 6 - MEMBERSHIP EXHIBIT

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Retirement in Past Years										
Superannuation	15	24	11	14	19	12	58	5	7	10
Ordinary Disability	0	0	1	1	0	0	3	0	0	0
Accidental Disability	1	0	5	6	5	1	4	4	2	4
Total Retirements	16	24	17	21	24	13	65	9	9	14
Total Retirees, Beneficiaries and Survivors	628	654	627	650	681	676	706	681	674	663
Total Active Members	764	763	923	904	806	805	740	742	724	738
Pension Payments										
Superannuation	\$4,691,040	\$4,628,415	\$4,818,852	\$4,944,347	\$5,247,062	\$5,479,008	\$6,544,956	\$6,750,030	\$6,728,967	\$6,837,623
Survivor/Beneficiary Payments	417,503	416,985	307,356	447,033	451,832	492,779	499,408	492,936	501,169	553,296
Ordinary Disability	123,497	125,806	128,134	136,739	160,684	126,487	160,158	167,038	167,554	173,260
Accidental Disability	2,024,372	2,019,714	2,144,365	2,390,222	2,516,188	2,454,076	2,633,539	2,835,689	2,869,866	3,202,594
Other	909,134	1,075,128	1,159,448	1,072,155	1,073,047	1,037,918	1,065,947	1,076,483	1,313,853	1,308,644
Total Payments for Year	<u>\$8,165,546</u>	<u>\$8,266,048</u>	<u>\$8,558,155</u>	<u>\$8,990,496</u>	<u>\$9,448,812</u>	<u>\$9,590,268</u>	<u>\$10,904,008</u>	<u>\$11,322,177</u>	<u>\$11,581,409</u>	<u>\$12,075,417</u>

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